

7 June 1983

FBIS-641/83

MEMORANDUM FOR: Director of Personnel

FROM: R. E. Hineman
Deputy Director for Science and Technology

SUBJECT: FBIS Foreign National Compensation Plans

REFERENCES:

- A. Memorandum for Director of Personnel from Director, FBIS, dated 29 September 1981, Same Subject
- B. Memorandum for Director General, State Department from Director of Personnel, dated 28 April 1982, Same Subject
- C. Letter for Director of Personnel from Director General, State Department, dated 17 May 1982, Same Subject
- D. Memorandum for Director, FBIS from Director of Personnel, dated 3 June 1982, Same Subject
- E. Memorandum for Director of Personnel from Director, FBIS, dated 30 September 1982, Same Subject

1. This memorandum directs your attention to a matter requiring urgent action.

2. Early in 1980, at the Office of Personnel's insistence, FBIS began to try to bring its foreign national employee administration into conformity with the pay and classification system being developed by the Department of State. By September 1981 it had become clear, for the reasons listed in Reference A, that it would not be possible to achieve conformity without unacceptable damage to the FBIS mission.

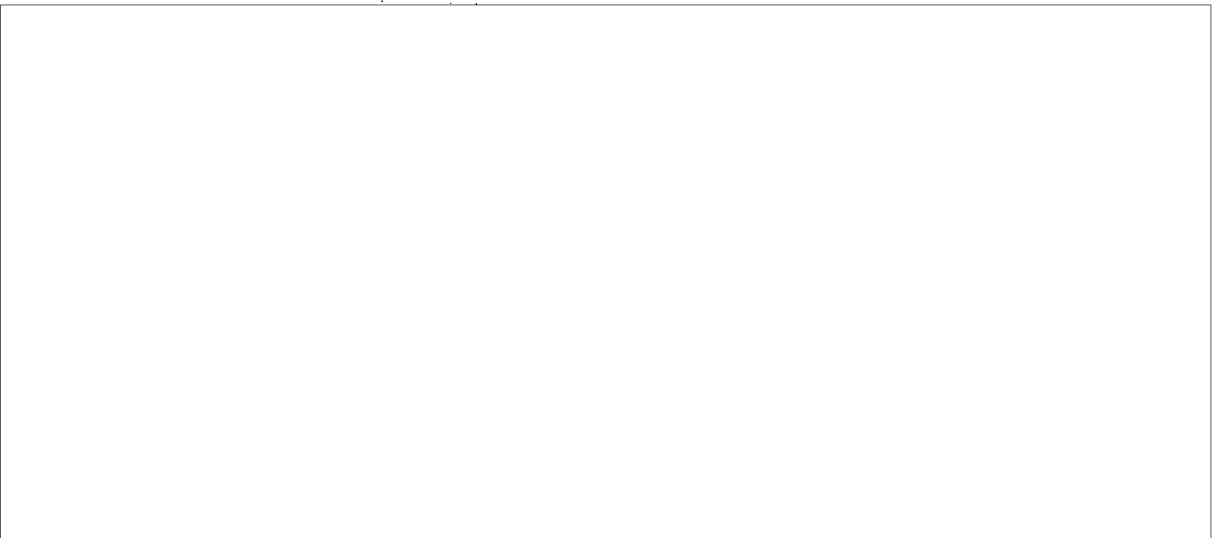
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Therefore, in April 1982, you wrote the Director General of the Foreign Service informing her that FBIS would no longer be part of the State Department's foreign national wage and classification system (Ref B). In May 1982 the Director General acknowledged your decision (Ref C). In June 1982 (Ref D) you then forwarded to FBIS guidelines and instructions for establishing an Agency wage and classification system for FBIS foreign national employees. On 30 September 1982, in conjunction with the PMCD/OP, FBIS submitted for your approval draft wage scales for each of its overseas bureaus (Ref E).

3. When the guidelines for establishing the FBIS foreign national system were issued last June the Department of State notified its posts that FBIS would no longer be part of their system. It was projected that the new FBIS system would be approved and implemented by January 1983. The wage scales however have been awaiting Office of Personnel action for over eight months. I am concerned that approval has been so long delayed. The delay in issuing approved wage scales to the FBIS bureaus now is beginning to create negative and difficult situations between

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some FBIS bureaus and their embassies. The Department of State also is beginning to raise questions about the validity of the FBIS position because, pending action by Office of Personnel, FBIS has been forced to continue to use the State compensation system. Moreover, FBIS is dependent on the Department of State Regional Finance Centers to actually payroll the proposed system. The regional centers, are awaiting instructions. They have been very cooperative to date, but the long delay in implementing the new wage scales is working against their continued cooperation.



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be able to move ahead by following the Department of State's established wage position for each post with regard to retirement/fringe benefits.

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~~although this procedure would no doubt result in higher long term costs~~
~~to the Agency.~~

5. Action must be taken soon before the delays in implementing the FBIS foreign national system further jeopardize FBIS' ability to establish the coherent and orderly wage and classification system we both desire. I should like to see implementation begin in the July/August 1983 time frame. Your immediate action in this matter is requested. My staff and that of FBIS stand ready to assist as ^{needed} necessary.

R. E. Hineman

Attachments:

- A. Copy of Reference A
- B. Copy of Reference B
- C. Copy of Reference C
- D. Copy of Reference D
- E. Copy of Reference E